March 6, 1992

UC-AFT Local 2034 Newsletter

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LOCAL NOMINATIONS FOR 1992-1993 OFFICERS CALL

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NOMINATIONS: Article III.B. of the Local Bylaws requires a call now for nominations for officers for the next academic year. Nominations will be closed by the date of our Annual Meeting next quarter. The date, time and place of that meeting will be announced in the next Newletter but I will accept nominations by mail before the meeting. Those nominated must agree to stand and must be, and must be nominated by, a member in good standing (dues paid up). The offices:

President	Vice President
Treasurer	NSF Rep.
Librarian Rep.	UC/AFT Delegates (4)
San Diego-Imperial Counties Labor Council Delegates (4)	

Ad Hoc Committees

U.C. BUDGET CRISES ALLIANCE: Michael Monteon (History) will represent the Local in building a coalition here with students and staff. Fee increases, merit deferrals and other issues will be of concern. Michael had also been working with the Coops in their confrontation with the Administration.

DOMESTIC PARTNERS BENEFITS: Staphanie Jed (Literature) is circulating a petition to extend U.C. benefits beyond heterosexual marriage. There is also interest in adding gay and lesbian to affirmative action and TOP hiring. I want to point out that both the Non Senate Faculty and Librarian contracts with U.C. include "sexual orientation" in their respective Nondiscrimination clauses. Please circulate the enclosed petition and return to Stephanie ASAP.

Members interested in one or both of the above issues should contact Monteon and/or Jed and get involved.

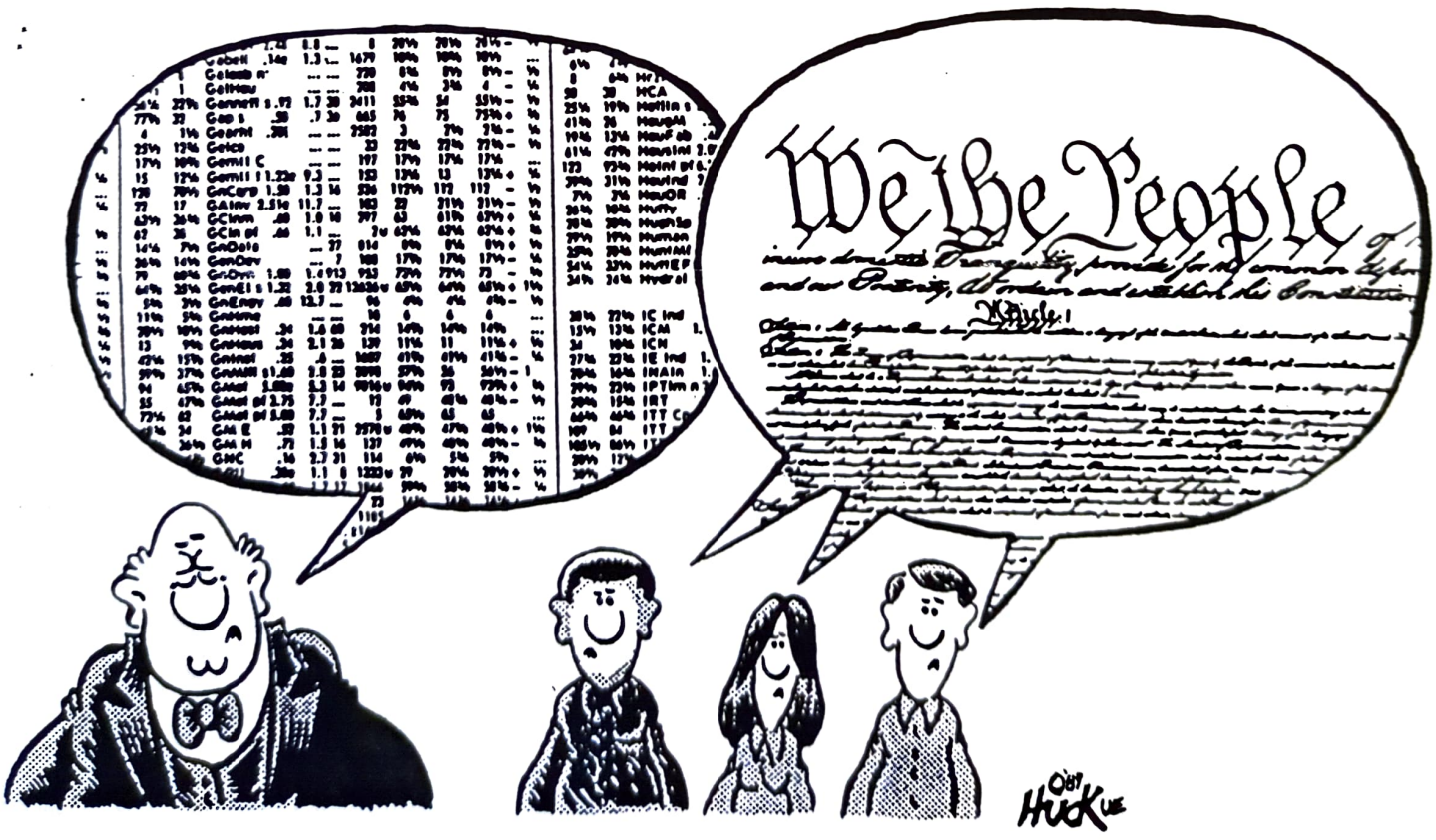
Retroactive Pay: Some time ago, V.C. Caserio circulated a notice that retroactive merits would not longer be given any academics who were late in submitting a file to their departments. This raises an interesting question, especially in light of two years of deferred merits. What if a candidate is timely but the department, CAP, outside reviewers and/or the V.C. delays a file beyond the normal date for final action? It would seem that the candidate could hardly be held responsible for the process beyond their own imput even if delay is commonplace. The UC/AFT is interested in this issue and I would like you to contact me if you have been denied a retroactive merit or promotion due to the action of others. This matter applies to all academic appointments.

Members: Thanks to the efforts of Scott Kessler, the Local now has over 200 members, the most ever.

Local Contributions: So far this academic year the Local has made $ contributions to the following.
- United Farm Workers legal damages fund.
- Greyhound drivers strike: Sharon Ortiz.
- Grassroots Events: John Handcox celebration.
- Welfare Rights dinner: Merkle Harris
- FORUM (retired union members organization).
- Latin America Emergency Response (telegrams to El Salvador for labor Abuses).
- UCSD Coops legal defense fund.

UNITED WAY: We can also contribute individually by designating either Labor's Community Service Agency (code no. 105) or the Department of Labor's Participation (write-in) or both. Under the current conditions of the recession, the need is vast and growing for those of us who have jobs to help those who do not. And this help is tax-deductible.

Fred Jonakait



Petition
Domestic Partners' Benefits

We, the undersigned faculty, staff, and students of UCSD, urge the University of California as a whole and the UCSD campus in particular to comply with the University's published policy of non-discrimination on the bases, among other things, of marital status and sexual orientation, by reforming its policies and procedures. Current policies and procedures, including but not limited to those pertaining to staff and academic personnel, benefits, sick leave, bereavement, housing, health services, child care, recreation, and retirement discriminate against faculty, students, and staff with unmarried domestic partners, including same-sex domestic partners.

As a first and critical step in reforming UC and UCSD's policies and procedures with regard to non-discrimination on the bases of marital status and sexual orientation, we recommend inclusion, directly or by reference, of the following definitions and clauses in all UC policies and procedures which use the terms "spouse," "dependent," or "immediate family":

1. **Domestic Partners**: "Domestic Partners" shall be any two persons over 18 years of age who submit an affidavit ("Partnership Agreement") stating that the partners have formed a domestic union and that they expect such union to be a "continuing concern" as defined by Generally Accepted Accounting Principles (more simply, the partners expect the union to continue). An individual "Domestic Partner" is any individual who has entered into a Partnership Agreement so defined.

2. **Synonymy**: For the purpose of interpreting all policies and procedures, the terms "spouse" and "Domestic Partner" shall be synonymous and gender-neutral. Alternatively, all references to "spouse" are to be revised to read "spouse or Domestic Partner."

3. **Dependents**: The children and other dependents of either Domestic Partner shall be considered "dependents" and "immediate family" of each domestic partner for the purposes of all policies and procedures.

We believe these policy reforms will: (i) Aid UC in meeting its stated non-discrimination objectives; (ii) enhance UC's effort to acknowledge and value cultural diversity; (iii) facilitate the recruitment and retention of a diverse faculty, staff, and student body; and (iv) assist faculty, staff, and students in securing for themselves equal pay for equal work as well as an environment freer of discrimination and thus more consistent with traditional values of academic freedom, favorable to research, education, and community service.

Signature & Date	Print Name	UCID (if known)

Forward signed petitions to: Stephanie Jed
Mailcode 0410

San Diego-Imperial Counties
Labor Council
AFL-CIO

MATT McKINNON
Assistant COPE Director
283-6591
Fax 283-2782

4265 Fairmount Ave., Suite 110, San Diego, CA 92105

COMPLETE AND RETURN TO:

AFL-CIO Activist Network ☑

UNION YES ☑

Yes, I want to get involved in our unions' grassroots programs to help fight for our families, for quality jobs and for community needs.

Name (Last) (First) (MI)

Address

City State Zip Code –

Int. Union Local #

Are you Retired? ☐ Yes ☐ No

Telephone Number:

Home: ( ) ( )-( )

Work: ( ) ( )-( )

Area Code

My Preference is:

01 ☐ Telephoning
02 ☐ Door-to-Door Canvassing
03 ☐ Election Day Work
04 ☐ One-On-One Member Contact
05 ☐ Grass Roots Lobbying
06 ☐ Community Services
07 ☐ Organizing
08 ☐ Strike Sup
09 ☐ Leafletting
10 ☐ Clerical
11 ☐ Transporta
12 ☐ Other___

I Can Volunteer

☐ Monday
☐ Tuesday
☐ Wednesday
☐ Thursday
☐ Friday
☐ Saturday
☐ Sunday
☐ Anytime

Between:

☐ 9-1
☐ 1-5
☐ 5-9
☐ Anytime

Signed _____ Date _____

AFL-CIO Committee on Political Education

LABOR PARTY ADVOCATES

P.O. Box 1510, Highland Park, New Jersey 08904

Become a Labor Party Advocate!

An Invitation from Tony Mazzocchi, Secretary-Treasurer, Oil, Chemical and Atomic Workers International Union

I would like to invite you to become a Charter Member with me of a new organization to be called, simply, Labor Party Advocates.

For the past ten years, I have openly declared my belief that unless the trade union movement in this country seizes the political initiative and organizes a Labor Party, it will never again be the force it once was.

The response to my call for a Labor Party has always been enthusiastic. Nevertheless, I have hesitated actually to undertake organizing such an effort until it was absolutely clear that we had no alternative.

Today, it is clear. We have no alternative.

For the last fifty years, the labor movement has been trying to pressure the two major parties, especially the Democrats, to adopt a more pro-worker agenda. Millions of dollars, thousands of volunteer hours, and hundreds of endorsements later, what do we have to show for our efforts?

Admittedly, there is a handful of labor Democrats who are genuine friends of the trade union movement and of working people. However, they are without any real influence in their own party.

The people who actually call the shots in the Democratic and Republican parties long ago gave up even pretending to represent the interests of working people.

After all, why pay any attention to a trade union president when a two-bit savings-and-loan executive like Charles Keating can promise to donate $100,000 a pop to your campaign fund?

The results of this sweetheart politics is devastating us:

- Our taxes are raised while the taxes of the rich are lowered.
- We get laid off while the shareholders and company executives get paid more.
- Scabs are given our jobs and the government protects them.
- Factories close down and the politicians do nothing.

Consider our present situation:

- After two decades of relentless union busting by the federal government and its corporate allies, membership in the labor movement has dropped to its lowest point in 50 years.
- The real wages of workers have fallen continuously since 1973.
- The unemployment rate during the 1970s and 80s has been higher than it was during the worst recessions of the 1950s and 60s.
- The cost of health care, housing and education has risen so rapidly that many of us can't afford to get sick, or to buy a home, or to send our children to college.
- There are billions of dollars to bail out savings and loan executives but scarcely a penny to help the millions of workers whose jobs have been sacrificed on the altar of corporate greed.
- Overall, the rich have gotten richer--and seen their taxes cut. Meanwhile, the rest of us have gotten poorer--and seen our taxes raised.

In other words, working America is on the verge of another Great Depression--with the government, the corporations and most households in hock to the hilt--and nobody is willing to do anything about it.

Who is responsible for this outrage?

The Democrats in Congress blame the Republicans in The White House. The Republicans in The White House blame the Democrats in Congress. In fact, both are to blame. And millions of Americans know it. In the 1990

Congressional election, only 35 percent of the electorate bothered to go to the polls. The rest of us stayed home–voting, in effect, for None of the Above.

Enough is enough. The bosses have two parties. Working people should have at least one. It is time for the labor movement to organize its own independent party of working people.

If you agree with me, then I invite you to sign up as a Labor Party Advocate.

Labor Party Advocates has a single purpose: To educate the public about the need for a Labor Party in the United States. To belong is to affirm one's belief in an idea: that the labor movement in the United States needs its own political party. Labor Party Advocates will neither run nor endorse candidates for political office. It will not interfere with on-going COPE work or other electoral activity. But it will agitate for a new economic, social and political agenda for working people. And it will serve as an organizing committee for a new Labor Party.

If you agree with me that the United States should not be the only industrialized nation without an independent party of working people, then please complete and return the enclosed form. Become a Labor Party Advocate!

In return for joining, you will receive a membership card, a newsletter, and a copy of a short pamphlet entitled *Labor Party Advocates: Questions and Answers*. Your dues money will be used to help secure broad-based support for the idea of a Labor Party.

Brothers and sisters, history is knocking on our door. Now is not the time to sit back. It is the time to step forward. Join with us to create a political movement in this country that will provide working people with a real choice on election day.

The future of our families, our communities, and our unions, for a long time to come, depends upon us acting now, before it is too late.

(Labor Donated: Members of OCAW 8-149)

LABOR PARTY ADVOCATES

P.O. Box 1510, Highland Park, New Jersey 08904

Labor Party Advocates Sign-up Form

Name _____

Street Address _____

City, State, Zip _____

Phone _____

Union Affiliation _____

☐ Here is my $20. Sign me up as a Charter Member. (Please make checks payable to Labor Party Advocates.)

☐ Please send me more information.

(Contributions are not tax-deductible)

PLEASE POST

ACE DRILL CORP.

Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

AUSTIN CABLEVISION, INC.

Cable television providers
Communications Workers of America

BROWN CORP.

Motor mounts, brackets and dash assemblies
International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW label on the carton or crate
United Farm Workers of America

GREYHOUND LINES, INC.

Intercity bus and charter services
Amalgamated Transit Union

HOLLY FARMS

Chickens and processed poultry products
International Brotherhood of Teamsters

INTERNATIONAL PAPER CO.

Producer International and Hammermill bond, offset and writing paper and related products
United Paperworkers International Union

KAWASAKI ROLLING STOCK, U.S.A.

Motorcycles
Transport Workers Union of America

KRUEGER INTERNATIONAL, INC.

Brand name chairs: Matrix, Poly, Dorsal, Vertebra, Stax, Afka, Modular, Auditorium and University Seating (for airports and auditoriums)
International Association of Machinists & Aerospace Workers

LOUISIANA-PACIFIC CORP.

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
United Brotherhood of Carpenters & Joiners of America, and International Woodworkers of America

MOHAWK LIQUEUR CORP.

Mohawk labeled gin, rum, peppermint schnapps, and cordials
Distillery, Wine & Allied Workers International Union

R.J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers International Union

ROME CABLE CORP.

Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

SHELL OIL CO.

Subsidiary of Royal Dutch Shell (parent company of Shell South Africa); gasoline, petroleum and natural gas products
AFL-CIO

SILO, INC.

National retailers of electronic equipment and appliances
International Brotherhood of Teamsters

UNITED STATES PLAYING CARD CO.

Brand names: Bee, Bicycle, Tally Ho, Aviator and Congress
Retail, Wholesale & Department Store Union

Union Label and Service Trades Department, AFL-CIO Feb./March 1992